



# Climate Change Training

Update March 2024



# What is the goal?



Introduce a programme of climate change training for staff to ensure they have a basic level of knowledge of climate change.

Action 12.10 - ESBC Climate Change Action  
Plan 2022/23





# Why?

Following ESBC's climate emergency declaration in 2020, climate change and nature recovery are now considered in all council decisions, strategies, policies and plans and we are working towards making the Council's own activities and estate carbon neutral by 2040, and the wider Borough carbon neutral by 2050.

All employees have a part to play in tackling climate change, from elected members to senior management and junior members of staff. Engagement and training are essential in order to address the scale and urgency of the climate emergency and meet our net-zero targets.

Climate change must be tackled cross-departmentally and embedded into all roles and activities, Through a comprehensive training programme, we will further staff engagement and buy-in to meet our 2040 net zero ambitions.



# How?

There are a number of established Climate Change training programmes available for local authorities, each vary on content, depth of learning, delivery mode and cost.

Taking into account ESBC's structure, number of staff, resources and budget the two training routes were proposed by the Climate Change team as the best method to follow in order to deliver our objectives:

## **Route 1: Carbon Literacy Training**

A high level workshop covering the science behind of climate change, local and global impacts and how these will affect the work and duties of Local Authorities.

**For Elected Members &  
Senior Leaders**

## **Route 2: Online Climate Awareness Course**

Covering the basic science of climate change, how our climate is changing, the impact our actions have on this and how they and ESBC play an important part in taking action

**For all staff**



# Route 1: Carbon Literacy Training

“An awareness of the carbon costs and impacts of everyday activities, and the ability and motivation to reduce emissions, on an individual, community and organisational basis”

Carbon Literacy  
Project





# About Carbon Literacy



The Carbon Literacy Project is a charity organisation that acts as an accreditation body for climate change learning that leads to positivity and action towards reducing carbon emissions.

It has quickly become a widely used, 'go-to' standard for climate awareness training across many organisations and sectors.

Training typically consists of a day's worth (around 8 hours) of learning that encompasses climate change science, context and action with learners making two pledges for action to reduce their carbon footprint.

The Carbon Literacy Project offers a number of toolkits designed specifically for Local Authorities to use to train their staff and elected members. These toolkits are that can be customised according to location, climate strategy and carbon footprint, to be specific to your needs.

Training can be delivered in-house by the organisation or outsourced to experienced Carbon Literacy trainers or training organisations.

An internal staff member facilitates whilst an external trainer delivers the workshop





# Elected Members



Carbon Literacy  
Project



Type: Certified Carbon Literacy Training: Local Authority Elected Members

Summary: Using the Carbon Literacy Project's toolkit designed specifically for 'Local Authorities Elected Members' we can delivered a series of high level workshops bringing members together for a deep dive into the science of climate change, local (specific to East Staffordshire) and global impacts and exploring how they can push action forward through policy and decision making. All participants were given the option to complete a climate pledge at the end of the course to become certified as carbon literate.

Delivery Mode: Online workshop delivered in two parts - each session lasting two and half hours with additional independent learning prior to and between the sessions.

We ran four lots of the two-part sessions.

The first three sessions were delivered in September 2023 as part of a wider induction programme for newly elected and returning members after the May 2023 election, and were marked as mandatory.



An extra 'mop up' session was held in January/February.



# Elected Members

# OUTCOMES

Out of 37 councillors...

**46%**

17 completed the course by attending both sessions

**30%**

11 attended one session/Watched a recording

**19%**

7 did not respond to invite or any further emails

**5%**

2 apologies received

9 out of the 28 who attended the course returned pledges to become certified

Most participants said they felt motivated to take climate action after completing the course.



# Elected Members

## FEEDBACK

**“[It was] demanding keeping up with the volume of information . As a general rule no zoom should last over two and a half hrs - recommend one and a half hr zoom's.”**

**“I’ll be honest, I was avoiding the training session until the last minute, but it was probably one of the best delivered training sessions I’ve attended”**

**“...the Carbon Literacy sessions have completely changed the urgency that I associate with climate change as an issue, and my understanding of the role we can play in reducing it as a local authority.”**

**“The Carbon literacy training programmes rather long but interesting - suggest drip feeding over 3 sessions rather than the two.”**

**“The carbon literacy training was particularly good.”**



# Elected Members



## SUMMARY/NEXT STEPS

All elected members were invited and have had the opportunity to participate in the sessions.

Attendance overall was moderate and those who completed the training engaged well with the subject.

Those who did not respond to the original invite, or were unable to attend the sessions were emailed a recording of parts one and two to catch up on, and in addition were invited to a 'mop-up' session in January/February 2024, giving members an extra opportunity to attend.

Going forward, to build on members understanding of the climate change, we could run future workshops with a focus on a particular aspect/theme, for example, a biodiversity workshop with an expert speaker invited along to talk on the subject.



Next steps would be to:

- Develop a calendar of further workshops





# Senior Leaders



Carbon Literacy  
Project



Type: Certified Carbon Literacy Training: Local Authority Leadership & Management

Summary: Using the Carbon Literacy Project's toolkit designed specifically for 'Local Authorities Leadership and Management' we delivered a high level workshop bringing the senior leadership team together for a deep dive into the science of climate change, local (specific to East Staffordshire) and global impacts and exploring how they can provide leadership in the climate emergency and how climate change can be integrated into decision-making.

All participants were given the option to complete a climate pledge at the end of the course to become certified as carbon literate.

Delivery Mode: Online workshop delivered in two parts - each session lasting two and half hours with additional independent learning prior to and between the sessions.

We ran two lots of the two-part sessions.



These sessions were delivered in October 2023



# Senior Leaders

## OUTCOMES

Out of 17 Senior leaders...



2 out of the 17 who attended the course returned pledges to become certified

Most participants acknowledged there is a climate emergency and they had a role in tackling it

# Senior Leaders

## FEEDBACK

**“Many aspects of the course were informative.”**

**“Slightly more basic for me as it was fast paced in an area I lack knowledge. some of the technical words made no sense to me”**

**“Really reinforced the urgency and need to make progress on carbon reduction.”**

**“A bit too heavily weighted on climate impact that most people would already know from the media/news/nature programmes etc. and the time might have been better spent on the other aspects.”**

**“The overall content was interesting.”**



# Senior Leaders



## SUMMARY/NEXT STEPS

As attendance overall was good and most of those invited engaged with the training it would be safe to say that the senior leadership team as a whole now had a good awareness of what carbon literacy means, and the importance of tackling climate change as an organisation.

To build on, and continue to develop this further, we could run future workshops with a focus on a particular aspect/theme related to climate change, for example energy, or a service area, for example planning.

These could be delivered through the Managers Forums held monthly.

Next steps would be to:

- 
- develop a calendar of further workshops through the Managers Forum.



# Route 2: Develop Our Own

A course designed specifically for all ESBC staff, covering the basic science behind climate change, how our climate - globally and locally is changing, how our actions impact the amount of greenhouse gases created and what role they and the council can play in taking action.



# About developing our own

There are many courses available online, which are quick and easy to deploy to staff, however the content is often generic and not specific to the challenges Local Authorities face.

With that in mind, and considering the resources we already have inhouse such as:

- The technical knowledge our Climate Change team have
- An online training platform, xCenta, to which a high number of staff already have access and are familiar with through their H&S training.
- Free toolkit from the Carbon Literacy project containing fully customisable templates

We can develop an introductory course that is widely available to all employees, giving them the opportunity to acquire the baseline knowledge they will need in order to actively engage with and take responsibility for climate change within their workplace.





# Officers & Staff



Type: ESBC Climate Awareness Course

Summary: Using the our online training tool we can deliver a course designed inhouse specifically for all ESBC staff, covering the basic science behind climate change, how our climate - globally and locally is changing, how our actions impact the amount of greenhouse gases created and what role they and the council can play in taking action.

Delivery Mode: Online through the existing Xcentra training platform

Duration: Approx 1 hour of learning.

Evaluation: Internal certificate of completion  
(NEED to check possibility of it being CPD certified)

There are 265 officers and staff, 74 do not have an email account so an alternative way of delivering the training to reach these members of staff will need to be devised.



# Officers & Staff

## UPDATE

- Course is currently in development by Climate Change Officers and we aim to roll this out over Summer 2024



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Last updated 18th March 2024